

CHARGE OF DISCRIMINATION		AGENCY	CHARGE NUMBER
This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	Exhibit A 490-2022-02157
U.S. EEOC Memphis District Office		TENNESSEE HUMAN RIGHTS COMMISSION and EEOC	
Memphis, TN NAME (Indicate Mr., Ms., Mrs.) Jaye Mosby Meachem		HOME TELEPHONE (Include Area Code) 901-355-5343	
STREET ADDRESS 528 Montelgne Blvd.		CITY, STATE AND ZIP CODE Memphis, TN 38103	DATE OF BIRTH 11-13-1973
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME Reaves Law Firm, PLLC		NUMBER OF EMPLOYEES, MEMBERS 35-40 employees	TELEPHONE (Include Area Code) 901-295-3009
STREET ADDRESS 1991 Corporate Avenue, Ste. 310		CITY, STATE AND ZIP CODE Memphis, TN 38132	COUNTY Shelby
NAME		TELEPHONE NUMBER (Include Area Code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE	COUNTY
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))			DATE DISCRIMINATION TOOK PLACE
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)			June 2, 2022
			<input type="checkbox"/> CONTINUING ACTION
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I was hired by Henry Reaves with the Reaves Law Firm at the beginning of May 2022 to serve in the role/position of Chief People Officer. One of the first matters, among many, that I was tasked with performing dealt with employee compensation. I quickly identified pay disparity issues among attorneys employed by the firm. In particular, I learned that an incoming male attorney with less experience was to be paid significantly more money than an existing female attorney with more experience. I immediately voiced my concerns to Mr. Reaves and made it clear that a potential equal pay issue would occur if the male attorney and female attorney were not compensated on an equal basis. I made the strong recommendation that they be paid the same. Mr. Reaves initially attempted to defend his decision to pay the male attorney more money. He first stated that the male attorney had more experience, which was not true, and that he was having to relocate to Memphis, which was the same for the female attorney. I did not back down however and he became angry at me and called me disloyal. I also voiced various wage and hour compliance issues, as well employee safety concerns, to Mr. Reaves. Almost immediately after raising the above issues, I was demoted first and then terminated on June 2, 2022 for alleged insubordination, which involved my alleged failure to respond to an email. Further, male executives in similar positions have been held to more lenient standards than myself and have not been terminated when they have not been immediately responsive to firm requests. Moreover, the firm failed to adhere to its own progressive discipline policy in my situation.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary for State and Local Requirements)	
I declare under penalty of perjury that the foregoing is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date _____ Charging Party (Signature) _____		SIGNATURE OF COMPLAINANT _____	
		SUBSCRIBED AND SWORN TO before me this DATE _____ (Day, month, and year) _____	

My Commission expires 10/26/25
 My Commission Expires 10/26/25
 My Commission Expires 10/26/25

STATE OF TENNESSEE
 NOTARY PUBLIC
 COUNTY OF SHELBY
 EXP. OCT. 26, 2025